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Realize the Dream. Restore Civil Rights **Fairness: The Civil Rights Act of 2004**

Judy Jones

Judy Jones started working at the Washington Metropolitan Area Transit Authority in 1974. She drove buses and subway trains. In 1984, she was promoted to a supervisory position, but found that despite getting very good job evaluations, her career hit a brick wall. .

Judy thought that she was being discriminated against because of her age and she complained. After filing a lawsuit, she was fired on phony charges. Judy was out of work for more than three years, but a jury found that she had been retaliated against for complaining about age discrimination. They awarded her over \$200,000 in damages and told Metro to give her her job back.

But then the Supreme Court held in *Kimel v. Florida State University* that individuals have no right to sue state employers for money damages under the Age Discrimination in Employment Act. In light of that decision, the Transit Authority was able to argue that it was immune from suit. Thus, Judy never recovered the \$200,000 that she had been awarded for the discrimination she experienced. If Judy had worked for a private transit company as opposed to a public one, the jury's judgment would have prevailed.

Judy still works at Metro, getting to work by 4:30 a.m. every morning to keep things running on time. It is tragic that she had to endure this discrimination and never receive any compensation for the injury she experienced.

Court case: *Judy Jones v. Washington Metropolitan Area Transit Authority*

"Equality In a Free, Plural, Democratic Society"